

## Message Text

UNCLASSIFIED

PAGE 01 LUSAKA 01404 01 OF 02 222001Z  
ACTION AF-10

INFO OCT-01 ISO-00 MMO-04 SS-15 SIG-03 /033 W  
-----022619 222026Z /53-R

R 211210Z APR 78  
FM AMEMBASSY LUSAKA  
TO SECSTATE WASHDC 8215

UNCLAS SECTION 01 OF 02 LUSAKA 1404

E.O. 11652: N/A  
TAGS: OGEN  
SUBJECT: FY 1980 GOALS/OBJECTIVES AND RESOURCE MANAGEMENT  
(GORM) PROCESS

REF: (A) STATE 63477; (B) STATE 69374; (C) STATE 79063  
(D) LUSAKA 1269

1. THE FOLLOWING IS LUSAKA'S SUBMISSION FOR SUBJECT  
PROCESS. RESPONSES PARAS ONE THROUGH 19 OF  
REFTEL A. PER REFTEL C, SUBMISSION ON OTHER AGENCIES  
ETC. SUBMITTED IN LUSAKA 1269.

2. FORM ZBB-1:  
(1) TOTAL US PERSONNEL - 17  
(2) TOTAL FSL - 16  
(3) TOTAL PERSONNEL (CURRENT LEVEL) 33  
A. PACKAGE I EQUALS 30  
B. PACKAGE III EQUALS 3(2 U.S. AND 5 FSL BASED  
ON ONE TO FIVE RATIO)

3. FORM ZBB-2: PACKAGE WORKSHEET:  
ZERO BASE BUDGETING  
PERSONNEL RESOURCE WORKSHEET  
(LEFT HALF OF CHART)

(1) (2) (3) (4) (5) (6) (7)  
FY 1978 PACKAGE 1

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	AMER	AMER	FSL	AMER	AMER	FSL
FUNCTION	OFF	STAFF		OFF	STAFF	
EXEC	2	2	-	2	2	-
POL/LABOR	2	1	-	2	1	-
E/C	2	-	2	1	-	1
CONS	2	-	3	2	-	2
ADMIN	1	5	12	1	4	8

## TOTAL THIS

PACKAGE	9	8	17	8	7	11
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## CUMULATIVE

TOTAL	9	8	17	8	7	11
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## (RIGHT HALF OF CHART)

	(8)	(9)	(10)	(11)	(12)	(13)
	PACKAGE II			PACKAGE III		
	AMER	AMER		AMER	AMER	
FUNCTION	OFF	STAFF		FSL	OFF	STAFF FQL
EXEC	-	-	-	-	-	-
POL/LABOR	-	-	-	-	-	-
E/C	-	-	-	1	-	1
CONS	-	-	-	-	-	1
ADMIN	-	-	-	-	1	3
TOTAL THIS						
PACKAGE	-	-	-	1	1	5
CUMULATIVE						
TOTAL	-	-	-	9	8	16

NOTE: PACKAGE ONE ASSUMES A 10 PERCENT REDUCTION. BASED ON A RATIO OF 5 FSLs TO ONE MAERICAN. PACKAGE ONE ELIMINATES TWO AMERICAN AND 5 FSL POSITIONS.

NOTE: PACKAGE ONE ELIMINATES THE FOLLOWING AMERICAN POSITIONS: ONE GSO AND ONE ECON LOT. IT ELIMINATES THE FOLLOWING FSL UNCLASSIFIED

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POSITIONS: PERSONNEL ASSISTANT, SECRETARIAL ASSISTANT, SENIOR GENERAL SERVICE CLERK, SENIOR COMMERCIAL ASSISTANT, GSO ASSISTANT AND CONSULAR ASSISTANT (OIT). THIS FLS REDUCTION INCLUDES ONE FSL POSITION TO BRING US DOWN TO THE AUTHORIZED 16 AND 5 TO ACCOUNT FOR THE 10 PERCENT REDUCTION.

## 4. FORM ZBB-3:

(1) DECISION UNIT NAME: ZAMBIA

(2) PACKAGE I OF II

(3) ACTIVITY DESCRIPTION: A 10 PERCENT REDUCTION IN OUR CURRENT LEVEL IS FEASIBLE BUT IT WOULD AFFECT OUR ABILITY TO MEET THE MINIMUM REQUIREMENTS OF THE AGREED UPON U.S. GOALS AND OBJECTIVES IN ZAMBIA. THE 10 PERCENT REDUCTION HAS BEEN EFFECTED BY ELIMINATION OF TWO AMERICAN POSITIONS (GSO AND ECONOMIC) AND 5 FSL POSITIONS (AFFECTING THE ECON/COMMERCIAL, ADMINISTRATION AND CONSULAR SECTIONS). THE EXECUTIVE AND POLITICAL/LABOR SECTIONS REMAIN INTACT AT AN ALREADY MINIMUM LEVEL NECESSARY TO MEET SPECIFIED GOALS AND OBJECTIVES.

THE ELIMINATION OF THE ECONOMIC OFFICER POSITION  
WOULD HAVE A DIRECT IMPACT ON OUR ABILITY TO ACHIEVE  
OBJECTIVE I. THIS OFFICER IS PART OF AN INTEGRATED  
TEAM WHICH OPERATES UNDER THE DIRECTION OF THE AMBASSADOR.  
THERE ARE TIMES WHEN HIS CONTRIBUTION IS  
ABSOLUTELY ESSENTIAL IN MEETING THIS OUR PRINCIPAL  
OBJECTIVE.  
HE IS CALLED UPON TO DO CONTACT WORK,  
HELP ORGANIZE AND MANAGE PROGRAMS FOR HIGH RANKING

VISITORS, FILL IN FOR OUR ONE POLITICAL OFFICER  
IN HIS ABSENCE AND FULLY PARTICIPATE IN POLICY  
SESSIONS CARRIED OUT UNDER THE DIRECTION OF THE  
AMBASSADOR.  
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ACTION AF-10

INFO OCT-01 ISO-00 MMO-04 SS-15 SIG-03 /033 W  
-----022484 222026Z /53-R

R 211210Z APR 78  
FM AMEMBASSY LUSAKA  
TO SECSTATE 8216

UNCLAS SECTION 02 OF 02 LUSAKA 1404

THE LOSS OF THE ECONOMIC OFFICER POSITION WOULD  
GRAVELY HAMPER OUR ABILITY TO ACHIEVE OBJECTIVES II  
AND III. THE AMBASSADOR AND DC WOULD CONTINUE  
THEIR EFFORTS IN THESE ECONOMIC AREAS AND OUR ONE  
AID OFFICER WOULD BE EXPECTED TO PROVIDE ASSISTANCES.  
HOWEVER, WE WOULD HAVE LOST THE ONE PERSON WE HAVE  
WHO HAS THE TIMES AND EXPERTISE TO KEEP HIMSELF FULLY  
INFORMED ON NORTH-SOUTH ECONOMIC ISSUES AND WHO,  
ON A DAY TO DAY BASIS, DEALS DIRECTLY WITH ZAMBIAN  
OFFICIALS ON THESE ISSUES. WE ALSO WOULD HAVE TO  
DO WITHOUT HIS VALUABLE CONTRIBUTION TO DEVELOPING

AND IMPLEMENTING POLICIES RESPONSIVE TO ZAMBIA'S  
ECONOMIC NEEDS.

(4) RESOURCE REQUIREMENTS: FY80

	FY78	FY79	THIS ONLY	CUM
OFFICERS	9	9	8	8
STAFF	8	8	7	7
FSL	17	17	11	11
TOTAL	34	34	26	26

(5) IMPACT ON CURRENT U.S. POLICY GOALS, OBJECTIVES  
AND ESSENTIAL ACTIVITIES: A REDUCTION BY HALF  
(ONE OFFICER AND ONE FSL) IN THE ECONOMIC/COMMERCIAL  
SECTION WILL REDUCE THE TRADITIONAL ACTIVITIES OF  
THIS SECTION TO MEET BASIC ECONOMIC REPORTING REQUIREMENTS  
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AND REACTIVE COMMERCIAL FUNCTIONS. TRADE PROMOTION ACTIVITY  
WOULD BE ELIMINATED COMPLETELY AND BUSINESS SERVICE ACTIVITY  
PROVIDED WITHIN THE STRICT GUIDELINES OF 10FAM. ALERT REPORTING  
WOULD BE CONFINED TO THE MOST SIGNIFICANT DEVELOPMENTS. IT  
IS ANTICIPATED THAT THE AID OFFICER WOULD BE GIVEN THE ADDED  
RESPONSIBILITY OF ECONOMIC REPORTING RELATED TO ECONOMIC DEVELOPMENT  
WITHIN ZAMBIA.

THE ELIMINATION OF ONE FSL POSITION IN THE CONSULAR SECTION  
WILL PERMIT US TO MEET ESSENTIAL REQUIREMENTS FOR THE SECTION.  
HOWEVER, IT WILL NECESSITATE MORE RIGID ALLOTMENT OF OFFICER  
AND FSL TIME SPENT ON VARIOUS FUNCTIONS. CONSULAR TRAVEL WILL  
BE LIMITED TO PROTECTION AND WELFARE CASES.

THE REDUCTION OF ONE AMERICAN STAFF (GSO) AND 4 FSL SLOTS  
IN THE ADMIN SECTION WILL NECESSITATE CURTAILING SOME OF THE  
SERVICES NOW PROVIDED BY THE SECTION. THOSE MOST SERIOUSLY  
AFFECTED WILL BE THE PERSONNEL AND GENERAL SERVICES OPERATIONS.  
IT IS ANTICIPATED THAT AT LEAST ONE OF THE FSL SLOTS WILL BE  
REALLOCATED AS A CONTRACT POSITION.

5. FORM ZBB 3

- (1) DECISION UNIT: ZAMBIA
- (2) PACKAGE III OF II
- (3) ACTIVITY DESCRIPTION: ALL ACTIVITIES CURRENTLY CONDUCTED  
BY THE EMBASSY WOULD BE CONTINUED IN SUPPORT OF AGREED UPON  
OBJECTIVES.
- (4) RESOURCE REQUIREMENTS:

FY78	FY79	FY80
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OFFICERS	9	9	1	9
STAFF	8	8	1	8
FSL	17	17	5	16
TOTALS	34	34	7	33

(5) IMPACT STATMENT: WHILE CURRENT ACTIVITIES WOULD NOT BE  
AFFECTED BY ZERO PERSONNEL GROWTH IN FY 1978, POSSIBLE EXPANSION  
OF AID ACTIVITIES IN ZAMBIA AND IMPROVED ECONOMIC CONDITIONS  
FOR TRADE WOULD LIMIT THE EMBASSY'S ABILITY TO MEET NEW REQUIREMENTS.  
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## Message Attributes

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**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
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**Decaption Date:** 01 jan 1960  
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**Disposition Approved on Date:**  
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**Disposition Comment:**  
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**Disposition History:** n/a  
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**Review Exemptions:** n/a  
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**To:** STATE  
**Type:** TE  
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**Review Markings:**  
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